

CG-12-00

CRITICAL INCIDENT STRESS MANAGEMENT (CISM)

1. I want each manager, supervisor and employee to be aware of, and take advantage of, the CISM Team that is available at White Sands.
2. Critical Incident Stress Management is a technique through which individuals who have been exposed to an unusual, out of the ordinary critical incident can verbalize their trauma. I'm referring to homicide, suicide, domestic violence or sexual assault, or the incident may result from man-made or natural disasters, such as vehicle or plane crashes, earthquakes, hurricanes or explosions of any type. Loss of life through illness, accidents, crashes or natural disasters is also unusual and traumatic.
3. In keeping with our efforts to respond to traumatic or critical incidents in this community and work force in a proactive and integrated manner, CISM is available for use by all members of our community.
4. The CISM Team prefers to respond within 24 hours after an incident when people are often more receptive and have not blocked their responses. Early intervention reduces the number of psychological casualties among victims, witnesses, first responders, co-workers and friends.
5. Training for CISM (30-45 minutes) is mandatory for all supervisors and managers in this work force. I want you to understand why CISM debriefing is essential to each of us. Therefore, all levels of management will complete this training .
6. The Employee Assistance Program coordinator is also the coordinator for CISM Training and may be reached at 678-1957. Each organization is responsible for arranging and documenting this training.
7. This guidance supersedes CG-07-99, dated 27 May 99.

STEVEN W. FLOHR
Brigadier General, USA
Commanding

DISTRIBUTION:
A, D, F

STEWS-GC (5)

MEMORANDUM FOR RECORD

SUBJECT: Commander's Guidance on Critical Incident Stress Management (CISM) for White Sands Missile Range Employees

1. Purpose. To obtain the Commanding General's signature on the Commander's Guidance on Critical Incident Stress Management (CISM) for White Sands Missile Range Employees at TAB A.

2. Discussion.

a. This Commander's Guidance calls for mandatory training for supervisor and managers, as well as mandatory use of the CISM team after critical incidents.

b. Many installation managers are unfamiliar with CISM and do not call for debriefing when employees of their organizations suffer critical incidents. Consequently, those employees are at risk for delayed stress reaction, which not only has a negative effect on the employee, but also, on their co-workers and our mission.

c. A CISM team was established in 1997 and ten new team members were trained in February 1999. The CISM team has been responsive in critical incidents such as the bobcat incident, the airman's death, the car-train crash, and with first responders who have responded to traffic crashes on Highway 70. The CISM team has also been involved in the most recent medical exercises by training the first responders, victims and co-workers during after action sessions.

3. Point of Contact is Ms. Waynette Bridges, 678-1957, Employee Assistance Program Coordinator.

4. Recommendation. That the Commanding General sign the Commander's Guidance.

Encl
as

VICKI L. WARREN
Colonel, Military Police
Garrison Commander

SUBJECT: Commander's Guidance on Critical Incident Stress Management (CISM for White Sands Missile Range Employees

Please circle one (Concur/Nonconcur), sign and date. If you nonconcur, please include a memo and what must be changed so that you will concur.

Concur/Nonconcur_____DATE_____
